

## CULTURALLY RESPONSIVE TEACHING

### **Background**

The office of Faculty Development weaves equity into all programming but the team also collaborates across the college to provide training that specifically promotes culturally responsive teaching (the Equity Certificate and Becoming an Equity Minded Instructor). This [document](#) outlines additional CRT specific training beyond these programs.

### **Equity Certificate**

The Equity Certificate is a collaborative effort with the TRHT Center and the Office of Diversity, Equity, and Inclusion. There are currently two workshops being offered throughout the semester: Discover Your Blind Spots & Sustain the Conversation.

- *Discover Your Blind Spots: Teach for All Students*  
Through exercises, discussions, and presentations, faculty will strengthen their knowledge of equitable practice. We will explore a framework that will improve retention and success of students from historically underserved communities. We will also discuss how to adapt teaching methods to engage students using equity designed principles.
- *Sustain the Conversation: Keep the Spotlight on Race*  
This session helps ACC faculty and staff sustain the conversation about racial systemic inequities that show up around us.

### **Becoming an Equity Minded Instructor**

To decrease equity gaps across our institution, faculty members go on a journey of self-examination and critical reflection in order to implement evidence-based equitable teaching and learning strategies. Topics covered include intersectional identities and unconscious bias; defining diversity, equality, and equity; stereotype threat, funds of knowledge, and community cultural wealth; balancing academic challenge with authentic care; higher education norms as related to equitable teaching practices; distinctions between multicultural, culturally responsive, and culturally sustaining pedagogies; and applying equitable assessment strategies. Faculty members will reflect on and share informed personal responses with colleagues and create a digital story chronicling their journey toward equity-mindedness. This training contains 4 modules:

- M1 - Self-Awareness and Teaching as an Equity-Minded Instructor
- M2 - Interpersonal Understanding: Becoming Authentic as an Equity-Minded Instructor
- M3 - Managing Community: Demonstrating Respect in the Classroom as an Equity-Minded
- M4 - Narrating Your Journey through Digital Storytelling

### **Accomplishments for 2020-21**

- Served 209 ACC faculty & staff; equating to 1,617 hours of equity training.
- There were 167 faculty and staff that participated in Discover Your Blindspots & Sustain the Conversation in Fall 2020/Spring 2021. [Link to data](#) on attendees and evaluations.
- BEMI started in Fall 2020 with one cohort of 15 faculty completing the course. In Spring 2021 there were 2 cohorts with an additional 27 completions.
- Key Metrics
  - As a result of this course do you feel that you are able to be more effective in your role? Yes: 98%
  - Would you recommend this course to your colleagues? Yes: 100 %
  - Did you feel the presenters created an environment that was respectful and mindful of participant

differences? Yes: 100 %

- Equity Metrics
  - I feel more confident in my ability to apply equitable practices in my work. Yes: 100%
  - I can identify my strengths and how I use them to design and promote equity in my work. Yes: 98%

### **Plans for 2021-22**

- 1) Finalize third and final workshop for Equity Certificate.
- 2) Begin to offer the third workshop of the Equity Certificate in Fall 2021.
- 3) Formalize a process for the certification of participants that complete all workshops.
- 4) Continue to serve faculty with the BEMI program, perhaps increasing the number of attendees and presenters.
- 5) Develop additional faculty to serve as a Faculty Facilitator for the BEMI 6 week course program.